



# KNYPERSLEY FIRST SCHOOL

## SCHOOL UNIFORM POLICY

*Part of the*



The School Uniform Policy in respect of Knypersley First School has been discussed and adopted by the Local Advisory Board in March 2024

*Chair of Board:*

*Ms K. Mellor*

*Responsible Officer:*

*Headteacher Mrs A. Rourke*

*Agreed and ratified by the Local Advisory Board on: 12.03.24*

*To be reviewed: Spring 2026*

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### 1. Aims

This policy aims to:

- Set out our approach to requiring a uniform that is of reasonable cost and offers the best value for money for parents and carers
- Explain how we will avoid discrimination in line with our legal duties under the Equality Act 2010
- Clarify our expectations for school uniform

### 2. Our school’s legal duties under the Equality Act 2010

The [Equality Act 2010](#) prohibits discrimination against an individual based on the protected characteristics, which include sex, race, religion or belief, and gender reassignment.

To avoid discrimination, our school will:

- Avoid listing uniform items based on sex, to give all pupils the opportunity to wear the uniform they feel most comfortable in or that most reflects their self-identified gender
- Make sure that our uniform costs the same for all pupils
- Allow all pupils to have long hair (though we reserve the right to ask for this to be tied back)
- Allow all pupils to style their hair in the way that is appropriate for school yet makes them feel most comfortable
- Allow pupils to request changes to swimwear for religious reasons
- Allow pupils to wear headscarves and other religious or cultural symbols
- Allow for adaptations to our policy on the grounds of equality by asking pupils or their parents to get in touch with Mrs A Rourke, who can answer questions about the policy and respond to any requests

### 3. Limiting the cost of school uniform

Our school has a duty to make sure that the uniform we require is affordable, in line with statutory [guidance](#) from the Department for Education on the cost of school uniform.

We understand that items with distinctive characteristics (such as branded items, or items that have to have a school logo or a unique fabric/colour/design) cannot be purchased from a wide range of retailers and that requiring many such items limits parents' ability to 'shop around' for a low price.

We will make sure our uniform:

- Is available at a reasonable cost
- Provides the best value for money for parents/carers

We will do this by:

- Carefully considering whether any items with distinctive characteristics are necessary
- Limiting any items with distinctive characteristics where possible for example, by only asking that the jumper or cardigan features the school logo
- Considering cheaper alternatives to school-branded items
- Avoiding specific requirements for items pupils could wear on non-school days, such as coats, bags and footwear for PE.
- Keeping the number of optional branded items to a minimum, so that the school's uniform can act as a social leveler
- Avoiding different uniform requirements for different year/class/house groups
- Avoiding different uniform requirements for extra-curricular activities
- Considering alternative methods for signaling differences in groups for interschool competitions, such as creating labels or wearing tabards.
- Making sure that arrangements are in place for parents to acquire second-hand uniform items
- Avoiding frequent changes to uniform specifications and minimising the financial impact on parents of any changes
- Consulting with parents and pupils on any proposed significant changes to the uniform policy and carefully considering any complaints about the policy

### 4. Expectations for school uniform

#### 4.1 Our school's uniform

- Required branded items include:- jumper or cardigan and book bag
- Optional branded items include:- red PE T-shirt, black PE- Joggers, black PE Hoodie, white Polo shirt, red fleece, PE kit bag.
- Accepted generic items instead of branded ones included:- black PE jumper, red PE T shirt, black PE joggers, white polo shirt

### **Expectations for PE and swimming kit:-**

- Black PE – shorts, red t-shirt & pumps/trainers on warm days and black joggers, red T-shirt, black hoodie or school jumper in cooler weather.
- **Swimming** – one piece costume or trunks (not shorts) and a swimming cap.
- Jewellery such as earrings, bracelets, necklaces are to be removed. Long hair is to be tied back. Exceptions will be considered for religious reasons.
- Shoes – flat black shoes.
- Coats & branded book bag preferable – parents own choice.

### **4.2 Where to purchase it**

- Our branded uniform items can be purchased from:

Unit 2, Highgate Trade Park, Brownhills Road, Tunstall, Stoke on Trent, ST6 4JZ or Harvey House, Hassell Street, Newcastle-under-Lyme, Staffordshire ST5 1AR

EMAIL [shop@smartuniform.co.uk](mailto:shop@smartuniform.co.uk)

### **➤ Information about second-hand uniform:**

The school has a Uniform Recycling Area in the school entrance hall which offers all types of uniform free of charge. This includes PE Kit, coats, uniform items and shoes. Parents can drop in any unwanted items as well as gather new items for their children.

## **5. Expectations for our school community**

### **5.1 Pupils**

Pupils are expected to wear the correct uniform at all times (other than specified non-school uniform days) while:

- On the school premises
- Travelling to and from school
- At out-of-school events or on trips that are organised by the school, or where they are representing the school (if required)

Pupils are also expected to contact Mrs A Rourke if they want to request an amendment to the uniform policy in relation to their protected characteristics.

### **5.2 Parents and carers**

Parents and carers are expected to make sure their child has the correct uniform and PE kit, and that every item is:

- Clean
- Clearly labelled with the child's name
- In good condition

Parents are also expected to contact Mrs A Rourke if they want to request an amendment to the uniform policy in relation to:

- Their child's protected characteristics
- The cost of the uniform

Parents are expected to lodge any complaints or objections relating to the school uniform in a timely and reasonable manner.

Disputes about the cost of the school uniform will be:

- Resolved locally
- Dealt with in accordance with our school's complaints policy

The school will work closely with parents to arrive at a mutually acceptable outcome.

### **5.3 Staff**

Staff will closely monitor pupils to make sure they are in correct uniform. They will give any pupils and families breaching the uniform policy the opportunity to comply, but will follow up with the headteacher if the situation doesn't improve.

Ongoing breaches of our uniform policy will be dealt with by working closely with our families and pupils to resolve issues whilst maintaining the highest expectations of pupils dress, conduct and behaviour.

In cases where it is suspected that financial hardship has resulted in a pupil not complying with this uniform policy, staff will take a mindful and considerate approach to resolving the situation.

### **5.4 Local Advisory Board**

The local advisory board will review this policy and make sure that it:

- Is appropriate for our school's context
- Is implemented fairly across the school
- Takes into account the views of parents and pupils
- Offers a uniform that is appropriate, practical and safe for all pupils

The board will also make sure that the school's uniform supplier arrangements give the highest priority to cost and value for money, for example by avoiding single supplier contracts and by re-tendering contracts at least every 5 years.

## **6. Monitoring arrangements**

This policy will be reviewed every 2 years or more frequently if the need arises or statutory requirements change. This will be done by the Local Advisory Board after consultation with our pupils and parents.

## **7. Links to other policies**

This policy is linked to our:

- Behaviour policy
- Equality information and objectives statement
- Anti-bullying policy
- Complaints policy